Unofficial and Unapproved
Minutes of Regular Board Meeting
10-15-2026
The Board of Trustees
Judson ISD

A Regular Board Meeting of the Board of Trustees of Judson ISD was held October 15, 2026, beginning immediately following the Public Hearing in the ERC Board Room, 8205 Palisades Dr, Live Oak, Texas 78233. Notice of this meeting was posted in accordance with the Texas Open Meeting Act, Texas Government Code Chapter 551. The meeting was audio and video tape recorded.

Present: Monica Ryan, Amanda Poteet, Lesley Lee, Stephanie Jones, Suzanne Kenoyer, José Macias, Laura Stanford, and Interim Superintendent Dr. Ann Dixon.

Absent: None.

1. MEETING CALLED TO ORDER
   A. Roll Call, Establishment of Quorum
      Board President Monica Ryan called the meeting to order at 5:44 PM. Roll call was taken and a quorum was established.
2. INVOCATION, PLEDGE OF ALLEGIANCE AND RECOGNITIONS
   Miller's Point Elementary fifth grade student Olivia Davis led the pledges. Colors were presented by Veterans Memorial High School JROTC Color Guard: Lieutenant Colonel Esperanza Pene-Baker, Command Sergeant Major Chynelle Haye, Captain Isaiah Buens, and Staff Sergeant Sophie Galindo. Six Judson ISD campuses were recognized as they earned the Purple Star Campus Designation from the Texas Education Agency for 2026-2027 and 2027-2028 school years. The recipients are Kia Bailey from Candlewood Elementary; Amiee Hadas from the Fine Arts Academy at Olympia; Tiffany Gutierrez from Masters Elementary; Elaine Cantu-Campos from Judson Care Academy; Rodney Wheeler from Judson Early College Academy and Juliana Buchanan from Salinas Elementary. The Community Connections award went to The Center of Worship's FBI (Fathers Being Involved) members: Pastor Reginald Tate, Ervin Long, Kenneth Thomas, Ervin Narcisse, Larry Sams, Mark Duncan, Mondrea Harman and Reginald Flanders.
3. ACKNOWLEDGEMENT OF VISITORS/CITIZENS TO BE HEARD
   A. Public Comment
      Edgar Patch, Hailey White, Jenny Blossom, David Glasco, Ariamna Hernandez Perez, Toya Huley, Kevin Jenkins, Laura Wickwire and Dontay Evans addressed the Board.
4. SUPERINTENDENT REPORT
   A. Intruder Detection Security Audit

Dr. Gosch noted that there were three audits, there were two findings and additional questions will be addressed in closed session.

5. BOARD COMMITTEE REPORT
   A. Board Ad Hoc Bullying Committee Report
      Ms. Ryan presented the committee report. The Board Ad Hoc Bullying Committee reviewed Judson ISD's bullying prevention efforts, reporting procedures, and Board oversight responsibilities. The committee concluded that current district policy FFI(LOCAL) adequately addresses bullying prevention, reporting, investigation, and student support, and recommends no policy changes at this time.
6. DISCUSSION/CONSIDERATION OF ACTION ITEMS
   A. Discussion and possible action regarding approval of the attached budget amendments to the budget for the 2027 fiscal year
      Motion made by Ms. Ryan to approve the attached budget amendments to the budget for the 2026-2027 fiscal year, seconded by Ms. Poteet
      Aye: Ryan, Poteet, Lee, Jones, Kenoyer, Macias, Stanford
      Nay: None.
      Abstained: None.
      Motion passed.
7. CONSIDERATION OF CONSENT ITEMS
   Consent items C, F – H, J and K were unanimously approved.
   Motion made by Ryan that the Board approve consent items C, F, G, H, J, and K as presented, seconded by Ms. Lee
   Aye: Ryan, Poteet, Lee, Jones, Kenoyer, Macias, Stanford
   Nay: None.
   Abstained: None.
   Motion passed.
   A. Consider and take action regarding approving Board Minutes from the Regular Board Meeting held on September 17, 2026 and the September 24, 2026 Special Board Meeting
      Motion made by Ms. Ryan that the Board approve the minutes of the September 24, 2026 special meeting as presented, and postpone approval of the September 17, 2026 minutes, seconded by Ms. Lee
      Aye: Ryan, Poteet, Lee, Jones, Kenoyer, Macias, Stanford
      Nay: None.
      Abstained: None.
      Motion passed.
   B. Consider and take action regarding approving expenditures equal to or greater than $50,000
      Motion made by Ms. Ryan that the Board approve the Linebarger Goggan Blair & Sampson, LLP property value study services expenditure calculated under the existing agreement at 7.5% of increased state revenue and not to exceed $110,000 and authorize the Superintendent or designee to execute the documents implementing this approved expenditure, seconded by Ms. Poteet
      Aye: Ryan, Poteet, Lee, Jones, Kenoyer, Macias, Stanford
      Nay: None.
      Abstained: None.

Motion passed.

C. Consider and take action regarding approving the review of our Investment Policy (CDA-LOCAL – Other Revenues – Investments)
   Consent item passed unanimously.
D. Consider and take action regarding approving the submittals for Request for Proposal 26-03 for Curriculum and Instruction Consultants, Speakers, & Program Presenters for Student and Staff Development
   No action taken.
E. Consider and take action regarding approving the recommended vendors as eligible providers under Request for Qualifications 26-05 for Administrative Contracted Services
   No action taken.
F. Consider and take action regarding approving the final payment and acceptance of the work for the Districtwide MEP (Mechanical, Electrical and Plumbing) Package I project in Bond 2022
   Consent item passed unanimously.
G. Consider and take action regarding approving the final payment and acceptance of the work for the Districtwide MEP (Mechanical, Electrical and Plumbing) Package II project in Bond 2022
   Consent item passed unanimously.
H. Consider and take action regarding approving the purchase of network cabinets from Bond 2022
   Consent item passed unanimously.
I. Consider and take action regarding approving a renewal and amended Memorandum of Understanding between Judson ISD and the Judson Education Foundation
   Item was withdrawn, no action taken.
J. Consider and take action regarding approving the Memorandum of Understanding between Judson Independent School District and the San Antonio Police Department, Bexar County Sheriff's Office, Kirby Police Department and Region 20 (Handle with Care Program) through the 2029 school year
   Consent item passed unanimously.
K. Consider and take action regarding approving the delegation of final hiring authority for certain contractual personnel to the Superintendent and amending Board Policy DC(LOCAL)
   Consent item passed unanimously.

8. DISCUSSION ITEMS/REPORTS
   A. Update on Board Training, Conferences, Events and Board Committee Updates
      Ms. Jones attended the Kirby Middle School STEM Spanish Heritage performance with the Wagner High School Mariachi band. Ms. Kenoyer attended the Summer Graduation and announced the Judson Education Foundation Purse Bingo event coming up on December 5th. Ms. Stanford attended the Summer Graduation as well and listed the students names that graduated, she attended the TASA|TASB's txEDCON in Houston where she participated in the Delegate Assembly. Ms. Poteet attended the SGS Learning Lab in Aldine, the TASA|TASB Convention and the Crestview Elementary School Book Fair. Ms. Ryan attended the SGS Learning Lab and the txEDCON in Houston as well, where she, Ms. Poteet and Ms. Jones

participated in a question and answer with the commissioner, she mentioned that she will be attending the upcoming Region 20 conference at the end of October, and the Raise Your Hand Texas Summit in the beginning of November in Boerne.

Ms. Ryan announced the following prior to closed session: pursuant to Texas Government Code § 551.071, legal consultation regarding approval of the recommended vendors as eligible providers under request for proposal 26-03 for consultants, speakers, and program presenters for staff and student development and pursuant to Texas Government Code § 551.071, legal consultation regarding approval of the recommended vendors as eligible providers under request for qualifications 26-05 for administrative contracted services, and then moved on to announce the listed closed session items below. The Board adjourned into closed session at 7:25 PM.

9. CLOSED SESSION
   A. Pursuant to Texas Government Code §§ 551.071 and 551.074, consultation with legal counsel regarding legal issues related to personnel matters, and discussion of the personnel report, new hires, resignations, administrative appointments, and the evaluation, job performance, and duties of individual District employees
   B. Pursuant to Texas Government Code § 551.076, Discussion regarding Intruder Detection Security Audit
   C. Pursuant to Texas Government Code §§ 551.071, 551.074, and 551.0821, consultation with legal counsel regarding personnel and student matters; discussion of individual employee performance and duties; and deliberation regarding student matters involving personally identifiable information
   D. Pursuant to Texas Government Code § 551.071, consultation with legal counsel regarding misconduct by Trustee José A. Macias Jr., including, but not limited to, unauthorized disclosure of confidential District information and possible adoption of a new resolution of censure
   E. Pursuant to Texas Government Code § 551.074, discussion regarding the duties and misconduct of Trustee José A. Macias Jr., including, but not limited to, unauthorized disclosure of confidential District information and possible adoption of a new resolution of censure
   F. Pursuant to Texas Government Code § 551.071, consultation with legal counsel regarding Trustee José A. Macias Jr.'s continued noncompliance with the terms of the April 23, 2026, Resolution of Censure and possible adoption of a new resolution of censure addressing that noncompliance
   G. Pursuant to Texas Government Code § 551.074, discussion regarding the duties and conduct of Trustee José A. Macias Jr., including continued noncompliance with the terms of the April 23, 2026, Resolution of Censure and possible and possible adoption of a new resolution of censure addressing that noncompliance
   H. Pursuant to Texas Government Code § 551.071, consultation with legal counsel regarding possible revisions to the Judson ISD Board Governance and Operating Procedures Manual, including, but not limited to, trustee roles and responsibilities, access to District records, confidentiality obligations, and procedures for addressing trustee conduct

The Board reconvened in open session at 9:57 PM. No final action, decision or vote was taken while in closed session.

10. CONSIDER AND TAKE POSSIBLE ACTION(S) REGARDING ITEMS DISCUSSED IN CLOSED SESSION
    A. Consider and take possible action(s) regarding the Personnel Report and Updates Including New Hires, Resignations and Administrative Appointments
    No action taken.
    B. Consider and take possible action regarding misconduct by Trustee Jose A. Macias Jr., and possible adoption of a resolution of censure
    Motion made by Ms. Ryan that the Board adopt a resolution censuring trustee José A. Macias, Jr. for misconduct, disclosure of confidential information, and failure to comply with Board directives as follows.
    Whereas, the Judson Independent School District ("District") Board of Trustees ("Board") is responsible for lawful and ethical District governance; and
    Whereas, Governance Manual Sections 4-10 and 5-6 and Board Policies BBF(LOCAL), BBE(LOCAL), and BBE(LEGAL) establish trustee duties concerning ethical conduct, confidentiality, information security, and media communications; and
    Whereas, Texas Education Code §11.1512(c-3), FERPA, and other applicable privacy laws require protection of covered information, and Texas Government Code §552 prohibits distribution of confidential information.
    Whereas, the Board has previously censured Trustee José A. Macias Jr. three times for noncompliance with laws, Board policies, and standards of trustee conduct, with directives including compliance and protection of confidential information; and
    Findings of Conduct
    Whereas, the Superintendent sent Trustee Macias and the other trustees an email concerning students and a District security incident, marked "Confidential," and expressly stated that the information was preliminary and the details had not been confirmed; and
    Whereas, preserved media reports attribute to Trustee Macias student and incident details consistent with information in that email and beyond the District's official statement, which withheld additional student information on privacy grounds; and
    Whereas, the Board finds that Trustee Macias disclosed information designated confidential and unconfirmed to the media instead of referring the media to the District's designated spokesperson, contrary to established confidentiality and media communication requirements; and
    Whereas, the Board finds that this conduct violated the confidentiality and ethical standards in Governance Manual Sections 4-10 and 5-6, the requirements of BBF(LOCAL) to uphold governance procedures and avoid needlessly harmful disclosures, and the policy-compliance and public-servant conduct directives in prior censures; and
    Whereas, the Board finds that further public censure and corrective measures are warranted to protect District operations, confidential information, and effective governance;

Now, therefore, let it be resolved:

Section 1. Adoption of Findings and Determination of Misconduct

The Board adopts the foregoing recitals as its findings and determines that Trustee José A. Macias Jr. engaged in misconduct by disclosing confidential District information without authorization and failing to comply with the governance requirements, Board policy, and continuing directives identified above.

Section 2. Sanctions and Corrective Measures

Effective upon adoption, the Board imposes the following:

- Public censure. The Board publicly censures Trustee José A. Macias Jr. for the conduct described in this Resolution.
- Email-only communications. Until modified or rescinded by Board action, Trustee Macias shall communicate with the Superintendent on District or Board business only through District email, copying the Board President on all messages and replies. Calls, texts, private messages, individual conversations, and contacts through intermediaries are prohibited. The Superintendent shall redirect such contacts to District email.
- Exceptions. Participation in duly convened Board meetings and workshops remains permitted, as do required monthly compliance meetings with both the Board President and Superintendent present. Related scheduling, questions, and follow-up must use District email with the Board President copied. Emergency reporting to emergency services and compliance with controlling court orders remain permitted.
- Acknowledgment. Within ten calendar days, Trustee Macias shall acknowledge receipt by District email to the Superintendent, copying the Board President. Failure to acknowledge does not delay effectiveness.

Section 3. Agency Referrals and Limited Waiver

The Board refers this matter to appropriate law enforcement, the Texas Education Agency, and the Texas Office of the Attorney General for independent review and action within their authority. The Board authorizes a limited waiver of attorney-client privilege and work-product protection only as necessary for these referrals, subject to counsel's review of waiver consequences and applicable confidentiality requirements. No public release is authorized.

Section 4. Directive for Future Conduct

Trustee Macias is directed to:

- Comply with applicable laws, Board policies, governance procedures, and operative Board directives.
- Protect confidential and privileged information and use authorized access and communication procedures.
- Refer media inquiries to the designated spokesperson and refrain from speaking for the Board without authorization.
- Preserve all records related to this matter without deletion, alteration, or unauthorized disclosure.

Section 5. Continuing Effect of Other Resolutions

All existing censure measures and expiration dates remain unchanged. The email-only requirement continues until modified or rescinded by Board action.

This Resolution is subject to applicable law and controlling court orders and preserves Trustee Macias's office, voting rights, lawful participation in Board proceedings, and legally required access to District information.

Section 6. Notice of Further Action and Effective Date

The Board notifies Trustee Macias that further violations may result in additional lawful Board action. This Resolution takes effect upon adoption.

Seconded by Ms. Jones

Motion made by Ms. Poteet to call the question, Ms. Ryan seconded. Ms. Poteet withdrew the motion to call the question.

A vote was taken on Ms. Ryan's initial motion

Aye: Ryan, Poteet, Lee, Jones

Nay: Kenoyer, Macias, Stanford

Abstained: None.

Motion passed.

C. Consider and take possible action regarding Trustee José A. Macias Jr.'s continued noncompliance with the terms of the April 23, 2026, Resolution of Censure, including possible adoption of a new resolution of censure addressing that noncompliance

Motion made by Ms. Ryan that the Board adopt a resolution censuring José A. Macias for noncompliance with the April 23, 2026 Resolution of Censure as follows:

Whereas, the Board of Trustees ("Board") of the Judson Independent School District ("District") is responsible for the governance and oversight of the District; and

Whereas, on April 23, 2026, the Board adopted a Resolution of Censure concerning Trustee José A. Macias Jr. that established sanctions, corrective measures, and directives concerning his conduct as a trustee; and

Whereas, the April 23, 2026 resolution required Trustee Macias to complete Texas Open Meetings Act training within ninety days after adoption, with proof of completion required; and

Whereas, that resolution also required Trustee Macias to attend no fewer than one monthly meeting with the Board President and Superintendent for one year following adoption to review expectations, address concerns, and ensure compliance; and

Whereas, the Board has reviewed training records and correspondence concerning Trustee Macias's compliance with those requirements; and

Whereas, the Board finds that Trustee Macias has failed to satisfy the training and monthly-meeting requirements as specifically described below; and

Whereas, the Board finds that this continued noncompliance warrants a new public censure and the renewed imposition of sanctions and corrective measures;

Now, therefore, be it resolved:

Section 1. Findings of Noncompliance

Based on its review of training records and correspondence, the Board finds that Trustee José A. Macias Jr. failed to comply with the following requirements of the April 23, 2026 Resolution of Censure:

• Texas Open Meetings Act training. The April 23, 2026 Resolution of Censure required completion of Texas Open Meetings Act training within ninety days after

adoption, with proof of completion required. The ninety-day period ended July 22, 2026. Trustee Macias did not provide the required proof of completion by that deadline and has not provided it as of the date of adoption of this Resolution.

- Monthly meetings. The April 23, 2026 Resolution of Censure required attendance at no fewer than one monthly meeting with the Board President and Superintendent for one year following adoption. Trustee Macias failed to attend the required meetings for April, May, June, July, August, and September 2026.

These findings address requirements operative during the relevant periods, taking into account applicable court orders and subsequent Board action.

Section 2. Determination of Misconduct

The Board determines that the failures identified in Section 1 constitute continued noncompliance with the corrective measures established by the April 23, 2026 Resolution of Censure.

The training and monthly meetings were intended to reinforce lawful governance, review expectations, address concerns, and ensure compliance. Failure to fulfill these requirements undermines their corrective purpose and the accountability expected of each trustee.

Section 3. Sanctions and Corrective Measures

The Board imposes the following sanctions and corrective measures, effective upon adoption of this Resolution:

- Public censure. The Board hereby publicly censures Trustee José A. Macias Jr. for the continued noncompliance identified in Section 1.

- Removal from Board committee assignments. Trustee Macias is removed from all Board committee assignments and shall remain ineligible for assignment to a Board committee for one year from the date of adoption of this Resolution.

- Mandatory Texas Open Meetings Act training. Trustee Macias shall complete Texas Open Meetings Act training within thirty days after adoption of this Resolution and provide proof of completion to the Board President and Superintendent within that period. This renewed requirement does not excuse or erase the noncompliance identified in Section 1.

- Ineligibility for Board officer positions. Trustee Macias shall be ineligible to serve in any Board officer position, including President, Vice President, or Secretary, for one year from the date of adoption of this Resolution.

- District property and events. Trustee Macias is prohibited from entering or being present on any property owned, leased, or controlled by the District, including school campuses, administrative offices, athletic and extracurricular facilities, and any other District-owned or District-controlled premises. He is further prohibited from participating as a Board member in any District-sponsored, District-affiliated, or District-sanctioned event, regardless of location.

This restriction does not apply to official meetings of the Board of Trustees, Board workshops, or legally authorized governance functions. This restriction shall remain in effect for one year from the date of adoption of this Resolution, subject to applicable law and controlling court orders.

- District-funded conferences, conventions, and training. Trustee Macias is prohibited from attending conferences, conventions, or other training at District expense for one year from the date of adoption of this Resolution.
- Monthly meetings. Trustee Macias shall attend no fewer than one monthly meeting with the Board President and Superintendent for one year following adoption of this Resolution to review expectations, address concerns, and ensure compliance.

The one-year periods established in this Section begin on the date this Resolution is adopted and end on its first anniversary. The training and proof-of-completion deadline is thirty days after adoption. Expiration of a restriction does not rescind the public censure or the findings contained in this Resolution.

Section 4. Preservation of Measures Imposed by Subsequent Censures

Nothing in this Resolution rescinds, replaces, shortens, suspends, or otherwise modifies any sanction, restriction, corrective measure, or continuing directive imposed by a censure adopted after April 23, 2026, including the resolutions adopted June 18, 2026.

Those measures remain in effect according to their own terms, subject to applicable law, controlling court orders, and subsequent Board action. Where a restriction in this Resolution overlaps with a restriction imposed by another resolution, expiration of either restriction does not terminate the other. Any existing measure without a stated expiration date is not assigned an expiration date by this Resolution.

Section 5. Implementation and Official Record

The Board President shall ensure that a copy of this Resolution is delivered to Trustee Macias and maintained with the Board's official records.

The Superintendent and Board President shall maintain records of compliance with the training and monthly-meeting requirements. Supporting documentation shall be retained in accordance with applicable records-retention requirements, with confidential and privileged information protected as required by law.

All measures in this Resolution shall be implemented consistently with applicable law and controlling court orders. Nothing in this Resolution removes Trustee Macias from office or restricts his right to vote, participate in legally authorized Board proceedings, or obtain information to which he is entitled by law.

Section 6. Effective Date

This Resolution takes effect upon adoption.

Seconded by Ms. Poteet

Aye: Ryan, Poteet, Lee, Jones

Nay: Kenoyer, Macias, Stanford

Abstained: None.

Motion passed.

D. Consider and take possible action to amend the Judson ISD Board Governance and Operating Procedures Manual, including, but not limited to, provisions concerning trustee roles and responsibilities, access to District records, confidentiality obligations, and procedures for addressing trustee conduct

Motion made by Ms. Ryan that the Board adopt the amendments to the Judson ISD Board Governance and Operating Procedures Manual identified effective October

15, 2026 and incorporate the adopted amendments into the record of this meeting, seconded by Ms. Poteet
Aye: Ryan, Poteet, Lee, Jones,
Nay: Stanford
Abstained: None.
Motion passed. Ms. Kenoyer and Mr. Macias were absent for the vote.

11. ADJOURNMENT
There being no further business, the meeting was adjourned at 11:13 PM.

_____ _____
Board President Date

_____ _____
Board Secretary Date